



EQUALITY IMPACT ASSESSMENT STAGE ONE – Initial Screening





**EQUALITY IMPACT ASSESSMENT
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POLICY OR FUNCTION TO BE ASSESSED		Is the policy/function:	
Cambridge City Council North West Cambridge Area Action Plan – Development Plan Document		NEW	EXISTING
		Yes	
Lead Officer	Assessment Team	Date of Stage One Initial Screening	
Sara Cass	Sara Cass, Elizabeth Rolph, Christine Leonard, Penelope Hird, Helen Witherington, Glen Richardson	15/09/06	
1. Who defines or defined this policy/function?	All levels of government: Central government sets out requirements through Planning Acts and Guidance, Regional Spatial Strategy and Cambridgeshire Structure Plan sets regional/local targets for development. The City Council and South Cambridgeshire District Council set out the timing for production of the North West Cambridge Area Action Plan in their Local Development Schemes.		
2. Who implements it?	The City Council and South Cambridgeshire District Council will produce and adopt the policy document, working with all stakeholders. The Development Services Team of the Council’s have a key role in ensuring that planning applications are determined in accordance with the policy document. The Annual Monitoring Report monitors the policies are being implementation and achieving the required results. The University will be responsible for the implementation of development and this is not a matter for this EIA.		
3. Describe the aim, objective or purpose of the policy or function	It sets out the policy framework to guide the development of land between Madingley Road and Huntingdon Road. This development will be predominately for Cambridge University related uses, including key worker housing for University staff, student housing, and new faculty buildings and research facilities.		

<p>4. Are there any related objectives? If so, what are they?</p>	<p>Central & regional government sets context for policy. See Sustainability Appraisal Scoping Report. Key objectives: Social progress that meets the needs of everyone Protection of Environment Prudent use of natural resources High & stable levels of economic growth (Source: Strategy for Sustainable Development in the UK, 1999) Planning should: Make suitable land available for development to improve people’s quality of life Contribute to sustainable development Protect & enhance natural & historic environment & existing communities Ensure high quality of dev & efficient use of resources Contribute to creation of safe, sustainable, liveable & mixed communities for all members of the community (Source PPS1 – Delivering Sustainable Development)</p> <p>All Council MTOs Relevant: Promote Cambridge as sustainable city Service users have positive experience in dealing with Council- relevant for consultation process Health, safe, enjoyable city Lead growth to achieve attractive sustainable new neighbourhoods</p> <p>Support Service Objective 3 which is to establish a robust statutory policy framework to support integrated environmental, planning and transport decision making in development.</p>
<p>5. What are the current priorities associated with this policy/function?</p>	<p>To manage the growth of land between Madingley Road and Huntingdon Road in a sustainable way in line with MTOs and provide for the long term needs of the University, in order to maintain its position as a world leader within the field of higher education and research. .</p>
<p>6. What outcomes are wanted from this policy/function?</p>	<p>An agreed policy document that will enable the land to be brought forward for development by the University and will create a high quality development that accords with the key principles of sustainable communities.</p>

7. Who are the main stakeholders?	Existing and future residents nearby in the City and South Cambridgeshire Existing businesses nearby Cambridge City, South Cambridgeshire District Council, Cambridgeshire County Council, Cambridgeshire Horizons and Cambridge University Statutory consultees, e.g. the Environment Agency, Government Office for the Eastern Region Service providers
8. What outcomes do stakeholders want from this policy/function?	All want a robust and deliverable policy framework Good quality development for the University in a good environment Improvements to the existing environment Improvements to transport infrastructure Clear policy document wanted by all stakeholders
9. Is the policy/function corporate and far-reaching?	Corporate and far reaching in ultimately affecting many services over an extended period of time.
10. What number of people may be affected or impacted upon by the implementation of the policy/function?	A large proportion of students and University key workers should benefit from the provision of new accommodation and there will be a significant proportion of market housing provided as well. A number of new employment opportunities will also be created with the provision of land for commercial research space and academic facilities. Existing residents in the adjoining parts of the City and South Cambridgeshire People working in the vicinity of the site

<p>11. Are key elements of people's lives affected by this policy/function eg finance, accommodation, welfare?</p>	<p>Yes, assuming that the Area Action Plan is successful in bringing forward the development.</p> <ol style="list-style-type: none"> 1. Improvements to transport infrastructure 2. Provision of housing including student and University key worker 3. The provision of accessible amenities and community services associated with the new development 4. Need to create environments that are safe 5. Improved access to the wider landscape beyond the A14 and M11. <p>Aspects of these factors will be set by standards set out in the Area Action Plan , e.g. affordable housing requirements and open space standards</p>
<p>12. Are there any criteria, requirements or aspects of this policy/function that could contribute to inequality?</p>	<p>Yes. This may be considered in two parts.</p> <p>First, the process of preparing the document , which could be carried out in such a way as to disadvantage people who do not have easy access to formal planning procedures.</p> <p>Second, the document itself, which could include policies and proposals that discriminate against people or do not take into account reasonable special needs. There is restricted land availability in the city, and this land has been released from the Green Belt specifically to meet the special needs of the University. Therefore, it may not be possible to meet all the needs of all the groups.</p>

<p>13. Could the policy/function discriminate against any group(s) either directly or indirectly?</p>	<p>1. Hard to reach groups could be discriminated against indirectly in the consultation by the Council adopting a simplistic, blanket approach. However, the process will be guided by the Statement of Community Involvement, which is the subject of a separate EIA and this is not addressed below.</p> <p>2. The document will be expected to contain wide-ranging planning policies and proposals. These are expected to meet all community and individual needs and should not discriminate against any group. However, it will be appropriate to ensure that specific needs are addressed where they can be identified.</p>			
<p>14. Are there any concerns that the policy/function could have a differential impact in terms of equality?</p> <p>If Yes, please indicate what your concerns are for each category.</p> <p>Please substantiate your concerns with any existing evidence.</p>	<p>Ethnicity Including Gypsies & Travellers</p>	<p>Y</p>		<p>The document will set the framework for future developments, and will need to address meeting the needs of the BME group particularly in terms community facilities and housing mix.</p>
	<p>Disability Including Mental Health</p>	<p>Y</p>		<p>The document will set the framework for future developments, and will need to address:</p> <ol style="list-style-type: none"> 1. The accessibility of the public realm, transport, community services and housing 2. Providing for lifetime homes to reflect age, disability and other needs 3. General health impact issues.
	<p>Gender Including Transgender</p>	<p>Y</p>		<p>The document will set the framework for future developments, and will need to address the provision of a safe environment for people who may consider themselves to be vulnerable, especially women.</p>
	<p>Sexual Orientation</p>	<p>Y</p>		<p>The document will set the framework for future developments, and will need to address the provision of a safe environment for people who, because of their sexual orientation, may consider themselves to be vulnerable.</p>
	<p>Religion or Belief</p>	<p>Y</p>		<p>The document will set the framework for future developments, and will need to address meeting the needs of religious groups, particularly the provision of places of worship.</p>

	<p>Age Young-Elderly</p>	<p>Y</p>	<p>The document will set the framework for future developments, and will need to address:</p> <ol style="list-style-type: none"> 1. The provision of a safe environment for people who may consider themselves to be vulnerable due to age, 2. Providing an accessible environment.
<p>15. Of the groups who might be expected to benefit from the intended outcomes, are there any that do not?</p>	<p>It is expected that everyone who ought to be able to benefit from the process and the outcomes will be able to do so.</p>		
<p>16. Do your answers reveal there is potential or actual differential or adverse impact of this policy/function?</p>	<p>There are potentially adverse impacts, particularly if the consultation is not carried out in line with the requirements of the SCI.</p>		
<p>17. Can any differential impact be justified on the grounds of promoting equality for one group, or for any other reason?</p> <p>Please give details.</p>	<p>Ethnicity Including Gypsies & Travellers</p>	<p>It will be an aspiration to meet the city wide needs of all groups regardless of ethnicity, and to this extent that should be no differential impact. However, given the restricted land availability, it may not be possible to meet all of the needs that are identified, e.g. a travellers' site.</p>	
	<p>Disability Including Mental Health</p>	<p>We will strive to ensure that the needs of this group are fully met, e.g. a range of housing provided including life time homes, and that all new development is fully accessible. However, this may not be possible for all developments, particularly those involving a change to existing stock.</p>	
	<p>Gender Including Transgender</p>	<p>It will be an aspiration to meet the citywide needs of all groups regardless of gender, and to this extent that should be no differential impact. Particular relevant for this group are safety, community facilities and the provision of meeting points. However, it may not be possible to meet all of the needs that are identified.</p>	

	Sexual Orientation	It will be an aspiration to meet the city wide needs of all groups regardless of sexual orientation, and to this extent that should be no differential impact. Particular relevant for this group are safety, community facilities and the provision of meeting points. However, it may not be possible to meet all of the needs that are identified.		
	Religion or Belief	It will be an aspiration to meet the city wide needs of all groups regardless of religion or belief, and to this extent that should be no differential impact. Particular relevant for this group are the provision of places of worship. However, given the restricted land availability, it may not be possible to meet all of the needs that are identified.		
	Age Young-Elderly	It will be an aspiration to meet the city wide needs of all groups regardless of age, and to this extent that should be no differential impact. Particular relevant for this group are housing, recreation and leisure provision, safety, accessibility and community facilities. However, it may not be possible to meet all of the needs that are identified.		
18. Does the policy/function meet the statutory duty to promote good relations ? If Yes, please detail how.	No, in that this function is not pursued to meet the statutory duty. However, the function should be carried out in a way that complies with the duty. Particular attention will be paid to the photos and pictures used in the document and related publicity, and in community consultation to ensure all groups are reached.			
19. Should this policy or function proceed to a STAGE 2 PARTIAL EIA ?	YES	Yes	NO	
	If Yes, is there enough evidence to proceed straight to a STAGE 3 FULL EIA ?			
	YES		NO	No

Date set for:	STAGE 2 PARTIAL EIA 30 September 2008	or	STAGE 3 FULL EIA	
Signature of Lead Officer		Date EIA completed	25 September 2006	
Name and Position Sara Cass Urban Extensions Project Manager				
EIA checked by		Date		
Name and Position Christine Leonard, Business Support Manager/ Paul Boucher, Head of Customer & Support Services				
STAGE ONE EIA completed and located at: N:\Equalities Impact Assessments\Stage 1\2a. Complete				
Ongoing monitoring arrangements, and review date:				